



Gatsby Benchmark	Requirements	Examples of School Provision/Intention
<p>A stable careers programme</p>	<p>Design, deliver and embed a programme of careers education and guidance that is known and understood by pupils, parents, teaching staff, governors and employers.</p>	<ul style="list-style-type: none"> • ‘My Future’ curriculum is designed for every pupil. This takes place throughout the school and is based on preparation for adulthood. • Training will be given to staff on importance of preparation for adulthood and functional skills for our young pupils. • EHCPs will be developed to include functional and transferable targets at the heart of pupils ‘My Targets’. • Staff will be provided with training to support Pupils and develop their ‘My Future’ curriculum aspect. For example, Supported Employment training, Careers Education in Special Schools. • Strong partnership working with the Preparation for Adulthood Team.
<p>Learning from careers and labour market information</p>	<p>Pupils will have access to high quality information about future study options and labour market opportunities. Support from an informed adviser to make best use of available information.</p>	<ul style="list-style-type: none"> • Transition programme with appropriate next step providers, with attendance at meetings, as required. • An Additional Needs PA will attend all EHCP reviews for students who are in their last two years of education. • Parents receive a copy of ‘My future’ booklet which will be developed to include information about colleges, social firms etc.

- 'My Future' events will be arranged with Additional Needs team with group sessions for students and consultations with parents and carers.
We will ensure that we network with other post 16 providers and work experience coordinators in special schools.

The 'My Journey' curriculum contains a section called 'My Future'. This Every young person needs high-quality careers guidance to make informed decisions about their future. The Gatsby Benchmarks are the eight standards that a school should provide in order to ensure that this career guidance is happening. We focus on a range of options and opportunities in planning for life beyond school and acknowledge that pupils will follow their own individual pathway into education, training or employment. The lead teacher for careers is Sarah Mephram, Assistant Head Teacher.

<p>Addressing the needs of the pupils</p>	<p>Tailor the opportunities for advice and support to meet the needs of each pupil. Design and develop a programme to ensure equality and diversity considerations throughout.</p>	<ul style="list-style-type: none"> • 'My Future' will identify the individualized support for each pupil on their journey of preparation for adulthood. This will in turn be reflected in 'My Targets' including through each pupils EHCP. staff will know their pupils very well. This is supported by the 'My Journey' approach to holistic learning and development. This will the support pupils needs and ensure a creative approach in planning for their next steps. • The Academy policy for Equality and Diversity. • WEX will be placed on pupils likes and interests and their 'superpowers' identified through 'My Journey'. • 'My Journey' Is a bespoke plan which will include transition and next steps.
<p>Linking curriculum learning to careers (Semi Formal and Formal)</p>	<p>Teachers to link curriculum learning with careers. STEM subjects to highlight relevance of STEM subjects for a wide range of careers paths.</p>	<ul style="list-style-type: none"> • In P16 accredited careers and guidance will be offered • In KS4 accredited careers and guidance will be offered • Students will work towards functional skills accreditation in Maths and English, as appropriate.

		<ul style="list-style-type: none"> • 'My Future' afternoons will be planned with 14-25 Additional Needs Team to provide KS3, 4 and P16 pupils and their families with support.
Encounters with employers and employees	Pupils will have appropriate and multiple opportunities to learn from employers about work, employment and the skills that are valued in the work place.	<ul style="list-style-type: none"> • KS4 pupils will engage in appropriate Work Experience • Employers and employees will be invited in to talk about their work. • In KS5 students meet other employees through work experience.
Experiences of workplaces	First hand experiences of work places through appropriate work visits, work shadowing and/or work experience.	<ul style="list-style-type: none"> • 'My Future' plans vocational sessions in P16 is all about getting young people employment confident and prepared for adulthood • Work experience placement opportunities will be explored. • 'My Community' will support pupils to access community as independently as possible, including travel training etc. • We will find links with Social Firms
Encounters with further and higher education	All pupils should understand the full range of opportunities that are available to them.	<ul style="list-style-type: none"> • In KS5 Pupils will have the opportunity to visit post 19 colleges and social firms as part of their careers education programme. • In their final year of school based education Pupils have taster days at college and a transition programme at the placement they have chosen, supported by school staff.

Personal guidance	Opportunities for guidance with a careers adviser, internal or external, timed to meet individual needs.	<ul style="list-style-type: none">• Pupils will be given individual guidance and support by their class team.• There are opportunities to meet with the ANPA in KS5.• Advice will be offered at annual review meetings.• ANPA will attend EHCP and provides impartial career guidance.
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